

2026 HRRMC Staffing Plan

The scope of the Staffing Committee is to collaborate with frontline staff to explore opportunities for optimization of staffing at HRRMC. The Staffing Committee will serve as a frontline staff approach to the development of staffing plans while ensuring frontline staff feedback is reviewed, regulatory requirements are met, and evidence based staffing practices are being utilized. The Staffing Committee will report directly to the Senior Nurse Leader.

Adult and Pediatrics unit: 19 beds

- Avg daily census: 12
- Avg stay: 3-4 days
- Med/Surg's Churn: 61%
(Admits+Discharges) / Census
- 4/5:1 Ratio



Intensive Care: 2 beds

1 RN | 1 tele tech | 1 nursing house supervisor
2:1 Ratio

Avg 50 patients/year
ICU's Churn: 120%



Emergency Room: 11 beds

Core Staffing: 2 RNs 24/7 plus an ED tech daily and mid-shift RN daily, 1 doctor + 1 APP

Average Monthly Volume: 834
Average length of stay across all acuities: 183 minutes

Staffing Plan Feedback:

Give us your thoughts/suggestions:

- #1 Talk to a committee member
- #2 Drop a comment in the blue comment box by the time clock OR
- #3 Email us: staffingcommittee@hrrmc.net



Ryan Schiemo, EMT-P

Designated leader of workplace violence prevention and reduction: Ryan



Terah Hochhauser
EMT



Petra Fairman
PCT



Hannah Peyrouse
RN



Becky McGaffey
RN



Todd Grate
RN



Andra Dolton
RN



Charles Duncan
RN



Shelley Howard
RN



Joni Baker
RN



Dom Mastrangelo
RN

Creative Staffing Solutions 2025

- *At risk observation guidelines and staffing algorithm for sitters
- *Guaranteed hours FBC
- *CNAs cross trained and certified as tele techs
- *Surge RN on call for ED

- *Overflow Med/Surg patients into ICU
- *Incentive pay for extra shifts
- *Parameters for ICU/staff re: patient load and quick turn around

Safety & Support for HRRMC staff

- DeEscalation class available for every staff member
- Critical Event Debriefings
- Workplace Violence Prevention Committee
- Security officer 7 days a week, 9 p.m.-7:30 a.m.
- Supportive relationship with local law enforcement
- Reporting a staffing concern (CDPHE) 1-800-886-7689 x 2827
- Reporting workplace violence: Goodcatch
- Reporting worker on worker violence: Speakfully
- Mines and Associates EAP: 1-800-873-7138



HRRMC's Policies:

- Scope of Service
- Nursing Service Staffing Plan
- Workplace Violence Prevention
- Workplace Violence Management Plan